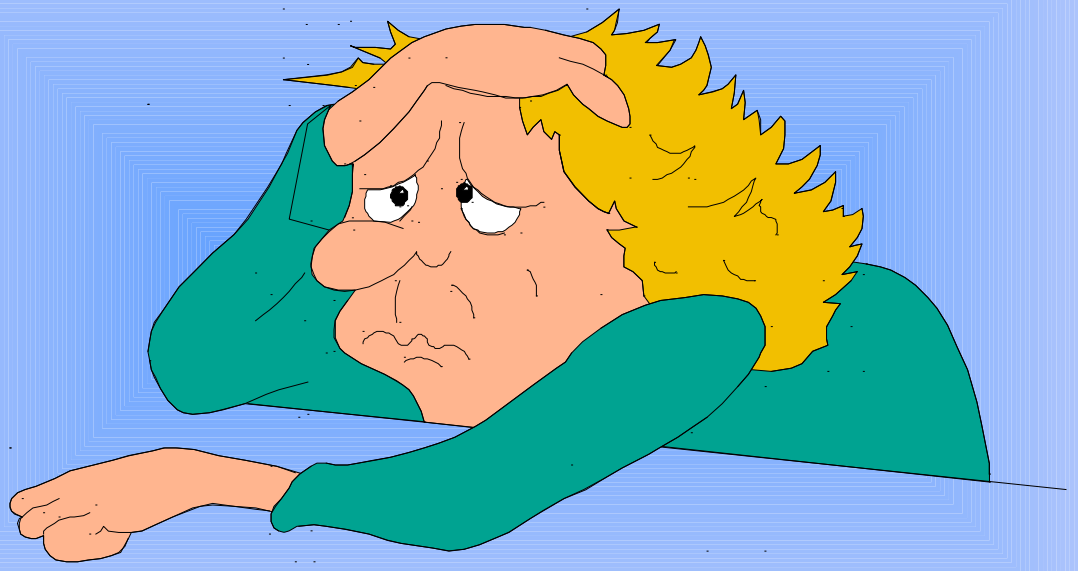
BURN OUT



Health Promotion Program

Definition of Burn Out

Usually is a gradual depletion of emotional, mental and physical energy due to work related stress.

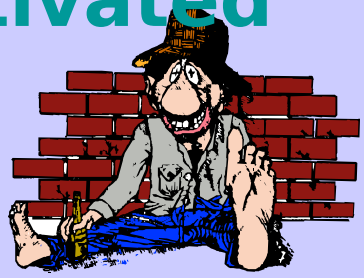
Definition of Burn Out

“Characterized by emotional exhaustion, a sense of depersonalization, and feelings of reduced personal accomplishment.”

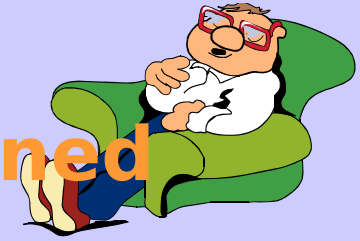
-Dr. Kenneth Cooper

Burn out also known as-

- Listless
- Fatigued
- Unmotivated



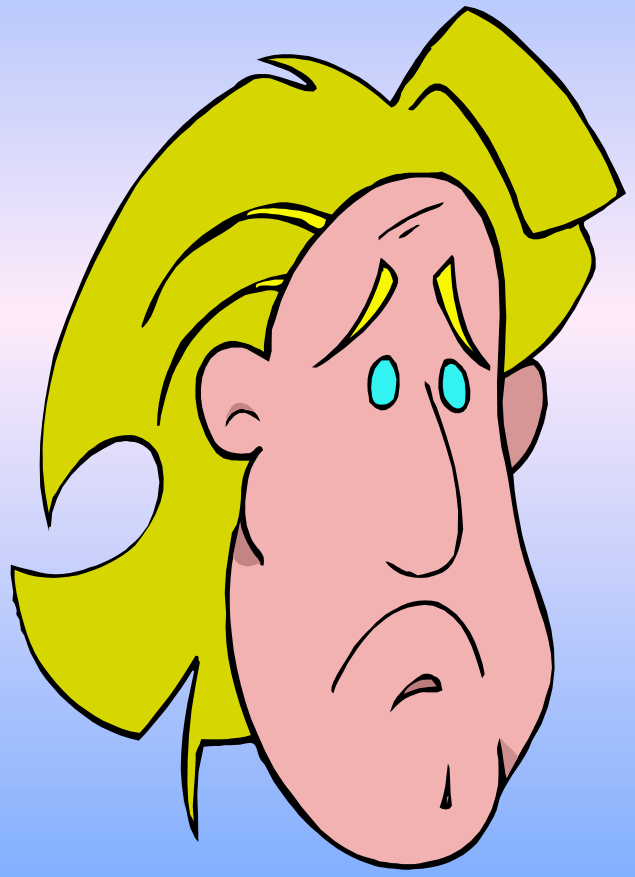
- Drained



- Exhausted
- Bored

Common Causes

- **Work Overload**
- **Lack of rewards**
- **Belief and or lack of control**
- **Issues of unfairness**



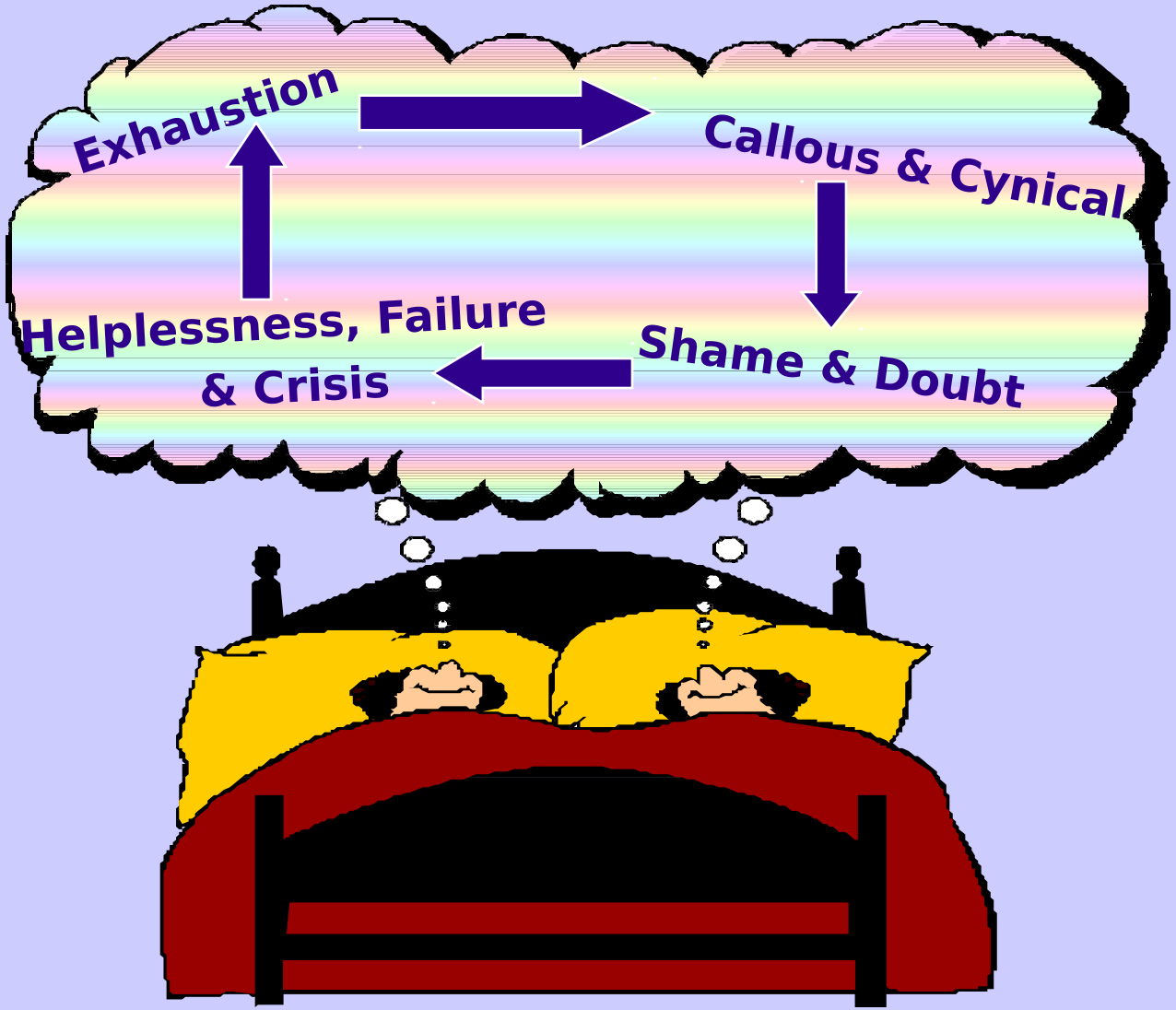
Burn Out

- **Everyone is at risk and all are susceptible!**
- **Often it is your negative reaction rather than the specific job…**

Symptoms of Burn Out

- Poor work performanc
- Relationship problems
- Health problems
- Negative feelings
- Substance misuse/abuse
- Feelings of meaninglessness

Phases of Burn Out



What can I do?

What I can do!

- **Take good care of myself on a regular (daily, weekly) basis!**

Review these sites-

www.aomc.org/hodz/general/stress.html

www.clinique.com/busters.html

www.ucc.vt.edu/stdyksk/stressmgt.html

www.docpotter.com

What I can do

- **Ask for help!**
- **Talk to others about your difficulties and seek their support…**
- **Develop a plan to address burn out**

What I can do?

Increase my Personal Power!

Find and establish ways to control and manage my time, space, workload, pace, resources, future and perceptions...

What I can do!

- Rest & Retreat
- Release
- Regroup
- Make personal changes
- Regenerate

What I can do

- **Find purpose and meaning in activities- at work, home & community!**
- **Handle workplace stressors- before they manage me!**

What I can do?

- Reevaluate my goals and priorities
- Do not take the whole load myself
- Learn my own limits, and set limits with others
- Ask for what I want and do not assume that I will get it

What I can do?

- Forgive myself when I make a mistake…
- Get rid of any of my perfectionist behaviors and expectations
- Do not take on others burdens!

Preventing Burn Out

- Know your stress danger zones at work and at home
- Avoid or address the dangers as soon as possible!
- Daily self care!